

**GOVERNMENT OF PUNJAB**  
**DEPARTMENT OF HIGHER EDUCATION**  
**(Education -1 Branch)**

**NOTIFICATION**

As per the decision Govt. of Punjab, in the Cabinet Meeting held on 09-09-2022 in pursuance of the recommendations of the University Grants Commission, of the Government of India vide its letter No.1-7/2015-U. II(1) and letter No.1-7/2015-U.II(2) dated 2<sup>nd</sup> November 2017, the Governor of Punjab is pleased to revise the scales of pay of Teachers and Equivalent Cadres in Universities and Colleges in the state with effect from 1<sup>st</sup> January, 2016, as per details given below:-

**1. Designation**

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

**2. Revised Pay for teachers and equivalent positions:**

**i. Pay Fixation method**

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a. The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b. The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A and 14.

- c. Each cell in an academic level is at 3% higher than the previous cell in that level.
- d. The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e. The entry pay for each level is as follows

Level	Academic Grade Pay	Entry Pay (Rs.)
10	6000	21600
11	7000	25790
12	8000	29900
13A	9000	49200
14	10000	53000
15	-	67000

- f. The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I (except Academic Level 15)**.
- g. For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

ii. Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs. 15,600-39100).	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400- 67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs.37,400- 67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

iii. Revised pay for Librarians in Universities and Colleges

Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs 15,600-39100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs 57,700/-)
Assistant Librarian (Sr Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs 15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs. 15,600-39100)	Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs 9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP 67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

iv. Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Rs 7000 AGP in PB Rs.15,600-39100)	Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs 8000 AGP in PB Rs.15,600- 39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400- 67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs 10000 AGP PB Rs 37.400-67,000)	University Director of Physical Education & Sports at Academic Level 14 with rationalized entry pay of Rs 1.44.200)

3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

(i) Vice Chancellor. The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on

75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

**4. Revised pay of Principals in Colleges**

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- i. Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- ii. Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

*PSH* **Note: (1) The existing pay scale of person appointed as Principal shall be protected.**

(1) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay (In case of Direct recruitment).

**5. Registrar/ Finance Officer/ Controller of Examination**

- i. Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200/- as per 7<sup>th</sup> CPC Pay Matrix given at **Annexure-II** and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix (**Annexure-II**) in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

- ii. The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.

**6. Date of Implementation**

- (i) The date of implementation of the above revised pay shall be 1st January, 2016.
- (ii) The Government employee shall exercise option in the Form appended as Annexure -III, within a period of two months from the date of notification of these rules.

**7. Incentive increment for higher qualification**

*PSA*  
The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS Therefore; there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

**8. Increment**

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July, of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

**9. Promotion**

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay, otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

#### 10 Allowances

The allowances admissible to Punjab Government employees as applicable to the personnel covered under this notification will be payable at the rates notified by Punjab Government from time to time.

#### 11 Applicability of the Scheme

- a. The revised pay scales are applicable to the teachers and equivalent cadres of Universities (including Panjab University, Chandigarh) Government Colleges, Government Aided Private Colleges in Punjab, and the Directorate of Colleges Punjab only.
- b. The revised pay scales are not applicable in the case of Punjab Agriculture University, Ludhiana, Guru Angad Dev University of Animal Husbandry & Veterinary Science, Ludhiana, and Medical, Veterinary Science, Technical and Engineering Universities and Colleges.
- c. Other terms and conditions of service of teachers shall be the same as may be notified by the State Govt. or specified by way of Regulations incorporating the approved pay scales and other related conditions by the Universities/State Govt. on the lines of existing scheme(s).
- d. The above conditions will apply to all teachers and equivalent cadres appointed on or after the date of issue of this

notification. These conditions will also apply to existing incumbents along with modifications specified above.

- e. All other service conditions of University and College teachers and equivalent cadres will continue to be governed by existing rules/instructions of the State Govt.
- f. The qualifications and other conditions for direct recruitment on or after the date of issue of this notification will be as per UGC regulations 2018.
- g. The State Govt. may change any of the above conditions of its own or on the recommendations of the UGC/Government of India.
- h. This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.

**12 Anomalies of the last PRC:**

Anomalies, If any, in the implementation of this Scheme may be brought to the notice of the Higher Education Department for clarification.

**13 Date of implementation of revised pay and allowance and payment of arrears:**

The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

- i. The revised pay shall be admissible w.e.f. 01.10.2022 (pay of October, 2022 be paid in November, 2022)
- ii. Allowances, age of retirement and other aspects shall be the same as are applicable to the Punjab Government employees.



- iii. The revised pension shall also be admissible w.e.f. 1.10.2022 (pension of October, 2022 paid in November, 2022) on the pattern of Punjab Government retirees.
- iv. The decision regarding the payment of arrears shall be taken separately.
- v. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary. (Annexure -III)

14 This notification is issued with the concurrence of the Department of Finance conveyed vide their letter no. FD-FP-10PYSC/8/2022-1FP1/I/421797/2022 dated 07.09.2022, FD-FE-206(NEW)/5/2022-1FE2/I/423461/2022 dated 09.09.2022 and FD-FP-10PYSC/8/2022-1FP1/I/434309/2022 dated 28.09.2022

Dated : 28.09.2022

**Jaspreet Talwar, IAS**

**Principal Secretary to Government of Punjab  
Department of Higher Education and Languages.**

I/434672/2022

No: HED-EDU10MISC/121/2022-5edu/

Dated, Chandigarh 28.09.2022

A copy is forwarded to the Controller, Printing and Stationery Department U.T. Chandigarh with the request that the above notification may please be published in the Punjab Government Gazette (extra ordinary) and 50 copies thereof be supplied to this Department.

**Deputy Secretary Higher Education**

I/434672/2022(1-11)

No: HED-EDU10MISC/121/2022-5edu/

Dated, Chandigarh 28.09.2022

A Copy is forwarded to the following for information and necessary action-


1. Addl Chief Secretary/Chief Minister, Punjab.
2. Private Secretary/Higher Education Minister, Punjab.
3. Private Secretary/ Finance Minister, Punjab.
4. Private Secretary/Chief Secretary, Punjab.
5. Principal Secretary, Department of Finance in reference to letter No. (Finance Personnel-2 Branch) FD-FP-10(PYSC)/8/2022-1FP1/ I/ 421797/ 2022 dated 07.09.2022, Finance Expenditure-2 Branch FD-FE-206(NEW)/5/2022-1FE2/ I/423461/2022 dated 09.09.2022 and FD-FP-10PYSC/8/2022-1FP1/I/434309/2022 dated 28.09.2022.
6. Principal Secretary, General Administration Department (Cabinet Affairs Branch) In reference to your letter No. No. 1/166/2022-1Canbinet/4432 dated 09.09.2022.
7. DPI (C), Punjab, SAS Nagar Mohali.
8. DCFA, O/o DPI (C), Punjab, SAS Nagar Mohali
9. Panjab University, Chandigarh
10. Guru Nanak Dev University, Amritsar
11. Punjabi University, Patiala

*P.S.D. 23/9/2022*  
Deputy Secretary Higher Education

S.K.

## Annexure-I


Pay Band (Rs)	15600-39100			37400-67000		67000-79000
Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

  
 Deputy Secretary,  
 Higher Education &  
 Languages.

## Annexure-II

## Pay Matrix for Registrars/Finance Officers/Controllers of Examination

Pay Band (Rs)	15600-39100			37400-67000	
Grade Pay (Rs)	5400	6600	7600	8700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs) 1	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

  
 Deputy Secretary,  
 Higher Education &  
 Languages.

## UNDERTAKING

I, hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature .....

Name .....

Designation .....

Place .....

Date .....

## FORM OF OPTION

14.

1.

1. I, .....hereby opt for the revised pay structure with effect from 01.01.2016.
2. I, ..... hereby opt the multiplying factor of .....

Signature .....

Name .....

Designation .....

Inrrms Code .....

Place .....

Date .....

ਦਫ਼ਤਰ: ਡਾਇਰੈਕਟਰ ਸਿੱਖਿਆ ਵਿਭਾਗ (ਕਾਲਜਾਂ) ਪੰਜਾਬ, ਐਸ.ਏ.ਐਸ. ਨਗਰ।

(ਗ੍ਰਾਂਟ-2 ਸ਼ਾਖਾ)

ਪਿੱਠ ਅੰਕਣ ਨੰ.: 9029979438

ਮਿਤੀ, ਐਸ.ਏ.ਐਸ. ਨਗਰ: 27/10/2022

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆਂ ਨੂੰ ਸੂਚਨਾ ਅਤੇ ਅਗਲੇਰੀ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:-

1. ਰਾਜ ਦੇ ਸਮੂਹ ਸਰਕਾਰੀ ਸਹਾਇਤਾ ਪ੍ਰਾਪਤ ਪ੍ਰਾਈਵੇਟ ਕਾਲਜਾਂ ਦੇ ਪ੍ਰਿੰਸੀਪਲਜ਼।
2. ਡਿਪਟੀ ਕੰਟਰੋਲਰ (ਵਿੱਤ ਤੇ ਲੇਖਾ) (ਪ੍ਰੀ-ਆਡਿਟ)।
3. ਸੁਪਰਡੈਂਟ (ਗ੍ਰਾਂਟ-1 ਸ਼ਾਖਾ)।

ਕਮਲ ਸਿੰਘ  
27/10/22  
ਡਿਪਟੀ ਡਾਇਰੈਕਟਰ (ਗ੍ਰਾਂਟਸ)